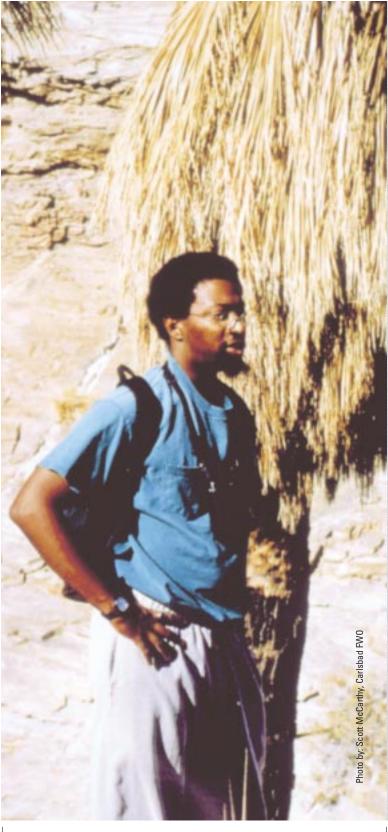
U.S. Fish & Wildlife Service

# Student Career Experience Program







Carlos Madril, Wildlife Biologist (Student Trainee)

The U.S. Fish and Wildlife Service (Service) is the principal Federal agency assigned to the protection, conservation and enhancement of fish, wildlife, and their habitats.



To accomplish its mission, the Service employs many of the country's best biologists, wildlife managers, engineers, realty specialists, law enforcement agents, and others who work to save endangered and threatened species and conserve migratory birds and inland fisheries. The Service provides expert advice to other Federal agencies, industry and foreign governments;

and manages more than 700 offices and fields stations, among which are:

- 7 Regional Offices
- Over 500 National Wildlife Refuges
- Nearly 80 national Fish Hatcheries (raising over 200,000,000 fish a year)
- Field offices in every state
- The Service's headquarters office in Washington D.C.



Angela Profitt, EEO Assistant (Student Trainee)



The Student Career Experience Program (SCEP), was established to recruit high quality employees into Federal Service, to support equal employment opportunity objectives, to provide exposure to public service, and to promote education. This program includes positions in all occupational groups (Professional, Administrative, Technical, Clerical, Wage Grade) within the Service.

Photo by: Mandy Olund, DCR



Angela Hellbusch, Wildlife Biologist (Student Trainee)

### To be eligible for the SCEP, students must be:

- At least 16 years of age.
- A U.S. citizen. Lawfully admitted resident aliens may be considered absent qualified citizens; however, students accepted into the program as trainees must be U.S. citizens if and when they are converted to permanent appointments after graduation.
- Enrolled or accepted for enrollment in a program of study leading to a degree, diploma, or certificate, at an accredited high school, technical or vocational school, two or four year college or university, graduate or professional school.
- Taking at least a half-time course load as defined by the school. An



exception to this requirement is permitted when a student is in the final period before graduation and needs to complete less than a half-time course load.

■ A student in good standing with the academic institution and maintain the grade point average (GPA) requirements of the school.

### Student trainees in the SCEP must:

- Meet qualifications/suitability requirements.
- Be employed by the Service in a position related to the student's academic field of study.



Jason Riley, Wildlife Inspector (Student Trainee)

Photo by: Angie Morgan, Boise LE



Styron Bell, Fish & Wildlife Biologist (Student Trainee)

- Be either working for the Service, attending school, or both, at any time during the year.
- Meet performance and conduct standards during periods of work with the Service.

### Other program parameters include:

- A written agreement must be initiated by the Service and signed by all parties (the student, the school, and the Service).
- The student must complete at least 640 hours (16 weeks) of career-related work with the Service prior to completion of or concurrently with academic course requirements.





Sacramento NWR

- Appointments may be made at any grade for which a student qualifies, under either the General Schedule or Wage Grade. Those under the General Schedule are eligible for locality pay, and if applicable, special pay rates.
- Students are eligible for health insurance, life insurance, retirement, and leave accrual on the same basis as permanent employees with comparable work schedules.
- The Service may provide for financial assistance, which always includes salary, and may include tuition assistance; travel and transportation expenses between the school and duty station; and low or no-cost housing.





Elizabeth Kelly, Fish & Wildlife Biologist (Student Trainee)

■ Work schedules may be parttime, full-time, alternating, or concurrent with course work. The work schedule should not interfere with the student's academic schedule or progress.

#### After graduation, students:

- Must meet qualification standards for the target position.
- Are eligible for non-competitive conversion to a career or career conditional appointment within 120 days of degree conferment and satisfactory completion of SCEP program requirements.
- May be converted within the Service or to a position in another Federal agency.



## What former SCEP students have to say about the program:



I was given the opportunity to work as a biologist trainee under the SCEP. This training was an invaluable experience. Today, I have a career as a Fish and Wildlife Biologist.

Angela Hernandez Fish & Wildlife Biologist



My participation in the Service's SCEP was a rewarding and challenging experience. At present, I am actively involved in ensuring long term habitat protection for the Orangeblack damselfly species and its remaining populations.

Arlene Pangelinan Fish & Wildlife Biologist



Sara Burri, Budget Assistant (Student Trainee)





If you are a student interested in career-related training and employment which focuses on or supports the protection and conservation of fish, wildlife, and their habitats; offers health and life insurance; retirement benefits; vacation, holiday, and sick leave; and which could lead to permanent employment with the U.S. Fish and Wildlife Service, perhaps the Service's Student Career Experience Program is for you.

For more information, please contact:

<sup>&</sup>quot;Equal opportunity to participate in and benefit from the programs and activities of the U.S. Fish and Wildlife Service is available to all individuals regardless of age, race, religion, color, sex, national origin, or disability. Please direct any questions to the U.S. Department of Interior, Office of Equal Employment Opportunity, 1849 C Street, N.W., Washington DC 20240."





Kristin Johnson, Wildlife Inspector (Student Trainee)





#### U.S. Fish & Wildlife Service Web Site: www.fws.gov

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